

# First Unitarian Church of Des Moines

Board of Trustees Minutes | Thursday, May 2, 2024 at 6:00 PM  
Virtual Meeting via Zoom

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**Board Members:** Kevin Boeckholt, Jeremy Guenther, Crystal Loving, Kathryn Sutton, Natalie Mason, Heidi Lackmann, Walter Pearson

**Staff:** Rev. Meredith Garmon, Tracy Aukes

Called to order by Kevin Boeckholt at 6:06 PM

**Timekeeper & Process Observer:** Crystal Loving (Process Observer), Natalie Mason (Timekeeper)

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## Public Comment

No public comment

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## New Business

### Budget: forum debrief

- No “material” changes to the budget
- We are at \$500k and the status-quo budget is \$504k
  - Can expect canvass to result in \$540k–\$550k
- Bottom line of \$6430 “to the good”
- Compensation
  - Realistic
    - Gets all staff up to the minimum as recommended by the UUA
    - Hannah gets a little more because she’s been at UCDSM longer than all of us
    - Able to cover life insurance and LTD for all employees if they enroll; who are eligible by working 30 hours or more a week
      - \$3000–\$4000
  - Aspirational:

- Bump up Hannah by 10% rather than 7% (can be included in the status quo budget because the amount is small)
    - Create a full-time RE position
  - Payroll costs are 70% of our budget
  - How can we align the surplus with Board goals?
    - Consider what support Faith would need, if we need more human resources
    - Building / capital reserves
  - Is there an increase or decrease in giving during the first year a minister is brought on board? The results can be all over the map
  - A few thousand to bump up Hannah's salary
- Overall we're not considering adding a part/full-time person or other line items due to risk of not meeting pledge goals next year
- Would it be best to come to the annual meeting with a status-quo budget that accounts for pledges? Wanting to avoid over-committing on money we don't have.
  - Potentially we could get the congregation to pass a wishlist if we raise more money
- Our decisions before the forum:
  - Get Hannah's raise up to 10%
  - Next, allocate funds to help the building
  - Next, create a "wishlist" to show to the congregation
- Error with QTAG and social justice budget line items
- Faith in Action — plate goes around 1x a month for them
  - Currently 100% of the basket goes to operating (appears as "cash contributions") \$32k
  - Faith in Action doesn't appear to be a strategic goal for us (we are more focused on AMOS, Interfaith Alliance, etc).
  - FiA committee is not pushing for more money. They want to ask a bit more from the church to benefit partners. Not going back to a split basket.
- UUA contribution is \$10k in the status quo budget
  - Want to move in the direction of fair share, we can't do that right now
  - This would be an aspirational addition to the budget
  - Add \$5000 if we could raise more
- Updates to status quo budget for Forum
  - Increasing Hannah's comp 7% to 10%
  - Amend Social Justice line and increase to \$4300 — \$3300 for QTAG, \$1000 for the rest
  - Bump us a little for congregational life leadership to \$3k
  - Bump up allocations for capital maintenance up to \$1700

- Retain 1% commitment to AMOS
- For aspirational budget, display areas of the church that we'd invest in if we raised more money as a discretionary line the Board controls
- Ministerial Search = \$13,500
  - Intended to cover the MSC's needs next year
- Ministerial Discretion Fund — an opportunity for us to engage in social justice as well

Motion to go into executive session to discuss MSC and Board nominations findings: Kevin Boekholt. Second: Kathryn Sutton. All in favor.

Kathryn motion to adjourn, Natalie second to adjourn. All in favor.

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## **Announcements**

Coffee with the Board: Sunday, May 5th 8:30 AM

Budget Forum: Sunday, May 5th 11:00 AM

Board Meeting (Annual Meeting Packet): Tuesday, May 7th 6:00 PM

Public Annual Meeting Packet Review Session (regular Board meeting): Tuesday, May 21st 6:00 PM on Zoom

Board Meeting: Thursday, May 30th 6:00 PM — discuss ad-hoc committee

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Meeting was adjourned at 7:30 PM by Kevin Boeckholdt.  
Submitted by Kathryn Sutton, Secretary